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ABSTRACT

This booklet describes the American Federaion of State, County, and Municipal Employees' (AFSCME) national child care initiative and approaches to child care and provides an overview of the broad range of child care programs available to AFSCME members. It is intended for use in conjunction with the AFSCME manual for child care, which gives detailed guidance on establishing child care programs at the worksite. A list of suggested readings and videos concludes the booklet. (RH)

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A HARBOR OF LOVE

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EXAMPLES

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A LABOR OF LOVE

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AFSCME

CHILD CARE

EXAMPLES

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INTRODUCTION

Child care is an item very much in the news these days. At AFSCME, interest in this vital family issue goes back many years. This booklet will present a sample of AFSCME child care programs. It will also tell you about AFSCME's involvement in this issue at the national level and describe approaches to child care. At the end of this booklet is a list of other publications and resources which you can tap.

Labor of Love: AFSCME Child Care Examples should be used along with another publication, *AFSCME Building Blocks: A Manual for Child Care*. The manual will give you detailed guidance on establishing child care programs at the worksite, while AFSCME's *Examples* describe actual programs.

This book is not intended to be a comprehensive account of all child care programs available to AFSCME members at this time. Rather, it gives an overview of the broad range of programs presently in operation. No one program is good for all circumstances because child care needs and preferences are so diverse. For child care to truly work for AFSCME's families, we must explore all options. We hope this book will help you to see the many possibilities in planning a program for your local or council.

AFSCME Women's Rights Department
May, 1990

AFSCME'S NATIONAL CHILD CARE INITIATIVE

Background

Several years ago, AFSCME President Gerald W. McEntee established a task force to review the child care issue. He was convinced that, given the dramatic changes in the American family and the economy, the need for child care would become a critical issue for AFSCME members and for parents everywhere in the coming years. The task force designed a program to bring about change at the federal level, within our union and in the public domain.

Federal Efforts

AFSCME's efforts on behalf of expanded child care opportunities go back at least 19 years when we supported the Comprehensive Child Development Act of 1971. Since the disappointing veto of that $2 billion program by President Nixon, we have continued to lobby Congress for child care assistance.

More recently, AFSCME along with several other national groups, drafted another comprehensive child care bill—The Act for Better Child Care (ABC)—which was introduced into the Congress by Representative Dale Kildee and Senator Chris Dodd. Since then, AFSCME has committed funds, staff, and resources to passing this bill, and President McEntee has repeatedly testified at Congressional hearings in its support.

Public Education

The International has published a number of brochures and guidance materials on child care (see, "Suggested Reading and Videos" at the end of this book). Mailings to our more than one million members frequently include articles about our child care efforts. We developed and produced several videos, including an excellent 28-minute public service video on child care, which was shown on PBS nationwide during the Week of the Young Child in 1988.

President McEntee has held press conferences, sometimes with other national leaders or legislators; he has written letters to the editors of major newspapers; and, he has spoken at labor-sponsored events, such as the CLUW American Family Cele-

bration, to raise awareness about this issue.

AFSCME has commissioned national polls to assess public opinion about child care needs and how to meet them—information useful to Congress and policymakers about approaches to the child care crisis.

Moreover, AFSCME is working with national child care advocacy groups to develop better ways to help AFSCME affiliates obtain child care services and help improve the availability of quality child care for all American families.

For example, AFSCME has jointly sponsored several child care activities with the Children's Defense Fund (CDF), a national organization committed to improving the welfare of our nation's children. In 1989, CDF honored President McEntee for AFSCME's leadership role on the child care issue.

In addition, President McEntee represents AFSCME's views as a member of the following labor, business, and government organizations:

♥ AFL-CIO Ad Hoc Committee on the Needs of the Working Family

At President McEntee's suggestion, AFL-CIO President Lane Kirkland established the AFL-CIO Committee on the Needs of the Working Family. President McEntee chairs this committee, which is made up of eight other AFL-CIO Executive Council members. The committee coordinates labor's efforts to help American workers and families, struggling to do tough, demanding jobs, meet increasingly demanding family responsibilities. The committee made "Children's Day on the Hill," on June 21, 1989, its first project. The AFL-CIO brought union members and their children from across the country to Washington, D.C., to lobby the Congress on the Act for Better Child Care and the Family and Medical Leave Act. A video tape of this event is available from the International's Public Affairs Department.

♥ Child Care Action Campaign

President McEntee serves on the board of the Child Care Action Campaign, a national advocacy group based in New York. The campaign's board is made up of the CEO's of a number of Fortune 500 companies, editors-in-chief of national magazines, academicians and heads of major child advocacy organizations.

CCAC has published several timely reports on the issue of child care. Its latest report, *Making the Connections: Public-Private Partnerships in Child Care*, examines the funding, design and status of 20 innovative partnerships from across the country.

♥ National Commission on Children

President McEntee was named to the prestigious National Commission on Children by the Speaker of the House of Representatives. The 36-member commission will make a comprehensive study of the status of America's children and will issue a final

report of its findings in 1991. These findings and recommendations will be presented to both the President and Congress for action. Its interim report, *Opening Doors for America's Children*, includes the themes and issues that have emerged from its hearings, town meetings, site visits, and forums in communities across the country.

As a result of our efforts, AFSCME has become known nationally as the principal labor union on child care, the union most called on by Congress, policy research organizations, child care advocates, and national children's groups to help shape a national policy on child care. AFSCME has presented labor's views at national conferences of major child care organizations, such as:

- **National Academy of Sciences,** Committee on Child Development Research and Public Policy, Panel on Child Care Policy, a two-day workshop on child care delivery systems.
- "Child Care: The Bottom Line," sponsored by the **Child Care Action Campaign** in New York, which focused on the economic impact of child care.
- **Bureau of National Affairs,** "Conference on Work and Family: New Directions for the 1990s." BNA sponsors an annual conference on work and family issues. President McEntee's remarks were published in BNA's *National Reports on Work and Family*, circulated to thousands of employers and unions.

Finally, AFSCME leads by example. At all conferences sponsored by the International Union and at our International convention, AFSCME offers free child care for our members. Thus, our members can feel comfortable attending functions while their children are in safe and happy care.

APPROACHES TO AFSCME CHILD CARE

Labor-Management Committees

A labor-management child care committee is an effective way to develop services for employees. It is a cooperative, non-adversarial relationship conducive to creative ideas. Below are a few examples of the many AFSCME councils and locals which are working for services through these partnerships.

♥ **District of Columbia.** Council 20, Local 2095, and the Commission on Mental Health Services agreed to explore the establishment of child care facilities at both the main campus and satellite locations. The committee is jointly chaired and is made up of three labor and three management representatives. The committee decided to design and distribute its own survey with the help of data processing staff. Future plans are to visit other employer-sponsored onsite centers and existing child care programs in the community before deciding on final recommendations.

♥ **Nebraska.** Nebraska Association of Public Employees, Local 61, and the State of Nebraska have agreed to study the family needs of employees, including child care and elder care. The committee has been divided into three task forces: flexibility leave issues; referral/reimbursement; and onsite/nearsite child care centers. Once the task forces have completed their work, they will report back to the whole committee to discuss possible proposals.

♥ **New Jersey.** Council 71 and the Vineland Developmental Center have established a labor-management committee to set up an onsite center. A survey was conducted which documented the employees' need and preference for an onsite center. The committee agreed that the center should be operated by a nonprofit provider. A request for proposal has been drafted. The employer has agreed to provide the space, utilities, and maintenance. The operation of the center will be funded by parent fees. Other details, such as the number and ages of the children to be served, fee structure, meals, etc., are still to be worked out.

♥ **New York.** D.C. 37 and the Office of Municipal Labor Relations, the Office of Management and Budget, the Department of Personnel and the Office of Operations

agreed to study the needs, costs, and feasibility of establishing day care centers near employees' work locations. The committee will report its recommendations to the first deputy mayor. Seed money of $15,000 per center (up to a maximum of five centers and $75,000) has been provided and the Committee will recommend how it is to be used.

Local 880 CSEA/AFSCME and the Town of Hempstead have formed a joint labor-management committee on child care. The committee, with the help of a staff statistician, designed, distributed, and analyzed the child care needs of bargaining unit members. The committee now is exploring various child care options to meet employees' needs.

♥ **Ohio.** Council 8, Local 7 and the City of Toledo agreed to research the feasibility of establishing a child care center. Union members on the committee receive their regular pay for time spent in attending committee meetings.

OCSEA and the State of Ohio agreed to study employees' child care needs and to review and explore child care alternatives. They agreed to complete a joint proposal within 9 months of the effective date of the agreement. OCSEA agreed to survey the employees' needs and commissioned the Ohio State University Labor Education and Research Service to conduct a survey of all bargaining unit members. As a result of the survey, OCSEA was able to negotiate a financial subsidy for eligible employees to help pay for their child care as well as a dependent care assistance program.

♥ **Pennsylvania.** D.C. 33 and the City of Philadelphia agreed to explore the feasibility of providing and funding child care facilities for the children of bargaining unit members. A report of the committee's findings will be distributed before the end of the contract term, June 30, 1992.

♥ **Tennessee.** Local 1733 and the Shelby County Health Care Corporation agreed to a joint committee to explore ways and means of funding a child care center for the children of facility employees.

♥ **Wisconsin.** Council 48's labor-management child care committee agreed that an employee needs assessment was necessary before it could decide on a child care program. The union paid for a consultant to survey its 6,000 members. A special survey of managers' attitudes toward employees with child care problems was included. The City agreed to implement a program which would serve the needs of most employees.

Many other councils and locals are serving on state and local child care task forces to bring about child care at the worksite. These include efforts in California, Georgia, and Illinois.

Lobbying

Effective lobbying can sometimes result in child care benefits when negotiation fails or is unavailable. Below are some examples.

♥ New York

AFSCME members in New York are part of a coalition which, twice a year, participates in a Day Care Advocacy Day. The coalition spends the whole day lobbying elected officials for expanded child care programs and increased salaries for child care providers.

As a result of intense lobbying in 1988, the state legislature approved $12 million to provide funds for nonprofit day care and Head Start centers and for staff salaries. An additional $1 million would be spent for training programs for day care and Head Start staff and for family day care providers. AFSCME Council 1707, Locals 205 and 95, represent all day care and Head Start workers in New York City and are organizing some 2,000 family day care providers as well.

♥ Washington

Council 28, WFSE, has improved child care for state employees by successfully lobbying for expanded facilities and a new income tax reduction benefit to cover child care costs. The union successfully lobbied for money to triple the size of the state employees child care center in Olympia, as well as to complete remodeling of a similar facility on the grounds of the Eastern State Hospital.

In 1989, Council 28 also was instrumental in setting up a $600,000 State Employee Child Care Grant Program through their work on the state's Child Care Coordinating Committee. They set up an "Applicant's Conference" to help AFSCME locals apply for the grants. In addition, $1.7 million was appropriated for employer-based child care projects, where grants in the amount of $25,000 would go for eligible start-up costs.

♥ West Virginia

In West Virginia, our members were successful in getting a bill passed which would establish up to three pilot child care centers at or near buildings owned or leased by the state. Space will be provided free, and fees are on a sliding fee schedule based on the employee's household income. Parents will have unlimited access to their children, and child care providers must meet state standards. Council 996 currently is working on establishing a center in the downtown area of Charleston. Space has been located and funding is being sought from the state.

EXAMPLES OF AFSCME CHILD CARE PROGRAMS

Vendor Program

AFSCME LOCAL 2960
COUNCIL 97
PHOENIX, ARIZONA

SPONSORED BY: City of Phoenix and Maricopa County.

POPULATION SERVED: Children of city and county employees.

NUMBER OF CHILDREN SERVED: 150

AGES OF CHILDREN SERVED: Six weeks to eight years old.

HOURS OF OPERATION: 6 a.m.-6 p.m., Monday-Friday.

TUITION: Discount of 25 percent off normal weekly rates. The discounted weekly rate is:
$69 for infants and one year olds
$61.50 for two year olds
$54.00 for preschool.

WHO ADMINISTERS: Sunrise Preschool. The program is monitored by the City/County Child Care Center Board.

AFSCME CONTACT: Maureen LaPointe, Council 97
(602) 252-6501

WHY THE PROGRAM BEGAN: In addition to providing a critical service for employees, this pilot child care program exemplifies a successful cooperative effort between the public and private sectors.

PROGRAM DESCRIPTION: Sunrise Preschools, which has eight facilities located throughout the city, offers comprehensive child care services to participating employees, including information and referral service for sick child care, transportation between centers, and infant care. In the beginning, Sunrise agreed to waive the registration fees and provided one week of free child care. It is currently building another facility in the downtown area of Phoenix.

Sunrise also offers a special needs program; after school programs; special summer programs; snacks and lunches; health and developmental screening; transportation to and from nearby schools; and optional programs, including gymnastics, dance and swimming.

PLANNING BEGAN: July, 1983
DATE ESTABLISHED: November 30, 1987

Child Care Reimbursement Program

AFSCME COUNCIL 93, MAINE STATE
INSTITUTIONAL SERVICES UNIT

DATE ESTABLISHED: First negotiated in the 1987-1988 contract; was expanded in the July 1, 1989-July 1, 1991 contract.

POPULATION SERVED:

(1) Employees employed full-time during the entire previous calendar year and who have an adjusted gross family income of less than $25,000 for the previous calendar year shall be eligible for reimbursement not to exceed $700.

(2) Employees employed full-time during the entire previous calendar year and who have an adjusted gross family income of more than $25,000 but less than $30,000 shall be eligible for reimbursement not to exceed $400.

(3) Pro-rated benefits are also available for full-time employees who worked less than 12 months but at least 6 months during the previous calendar year and for part-time and seasonal employees.

PROGRAM DESCRIPTION

The initial program worked so well that the employer expanded it to allow higher reimbursements and to cover more families. Before, only employees with a family income of less than $25,000 were eligible. The new provisions ultimately will cover families with incomes of $35,000. Reimbursement rates also were increased. Below is a description of the new changes:

	Reimbursement Amounts		
Income	**1990**	**1991**	**1992**
Up to $25,000	$700	$800	$900
$25,000-$30,000	$400	$500	$600
$30,000-$35,000	—	—	$400

The lump sum payment is made once a year between March 1 and April 15.

APPLICATION PROCESS

The employee must fill out an application form, which asks general information, such as number of wage earners in a family, number of children, total child care expenses, gross income, period employed, department/agency employed, and work schedule. The previous year's tax forms must be attached along with a receipt for employment-related child care expenses. The receipt must indicate the period of time care was provided and contain the amount paid and the name, home address, phone number and signature of the child care provider (this is a requirement of the Internal Revenue Service).

AFSCME CONTACT: Donald Cannon, Staff Representative, AFSCME Council 93
(207) 622-6191

Child Care Voucher Program and Dependent Care Spending Account

AFSCME OCSEA
COLUMBUS, OHIO

HOW THE PROGRAM BEGAN: A labor-management committee was established in the 1986-1989 contract to study employees' child care needs and to review and evaluate child care alternatives. The union offered to conduct the needs assessment of 1,500 bargaining unit members statewide.

OCSEA commissioned the Ohio State University Labor Education and Research Service to conduct the survey. A report was prepared for the union and several options were recommended for negotiation. What ultimately resulted, primarily because the workforce was decentralized and the needs so diverse, were financial assistance programs, which are described below. The programs were implemented in January, 1990.

CHILD CARE VOUCHER PROGRAM

- Employees with an adjusted gross family income of less than $25,000 are eligible. They must have been employed with the state for one year. Part-time employees are eligible for the program on a prorated basis.
- Expenses paid for children 10 years old or less are covered.
- The maximum reimbursement is: $125 for one child
  $200 for two children
  $25 for each child thereafter for a maximum family allotment of $250.
- Employees apply by filling out an application form and attaching their most recent tax forms. One lump payment is made to the employees between March 1 and May 15 of each year.

DEPENDENT CARE SPENDING ACCOUNT

The plan allows employees to deposit a certain amount of their wages into the DCSA. That portion of their salary is deposited on a regular basis to their account *before* taxes are calculated.

The employee can withdraw money from their account to pay themselves back for their eligible expenses. The plan will reimburse the employee for expenses for qualified dependent care services, such as child or adult care, that are necessary for them to work.

Because the program is somewhat complex, the State provided employees with a "Question and Answer Guide," and a detailed description of the program in lay terms so employees could fully understand. A letter from the Governor transmitted the information.

AFSCME CONTACT: Margaret Schmid, Asst. to the Executive Director, OCSEA
(614) 487-9191

ONSITE CHILD CARE CENTERS

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DC General Hospital
Child Development Center

AFSCME LOCAL 1033
COUNCIL 20
WASHINGTON, D.C.

SPONSORED BY: DC General Hospital

POPULATION SERVED: Children of DC General employees get priority; then employees of other DC government agencies; then open to the community.

NUMBER OF CHILDREN SERVED: 40

AGES OF CHILDREN SERVED: Six months to 5 years old.

DAYS AND HOURS OF OPERATION: 6:30 a.m.-6 p.m., Monday-Friday

TUITION: $90 for infants and toddlers (6 months-18 months)
$85 for preschool age children

WHO ADMINISTERS: Gartrell and Hamilton Associates. Monitored by the DC General Hospital Education and Training Division.

AFSCME CONTACT: Janice Vailes, President, Local 1033
(202) 675-5963/5964

CENTER DIRECTOR: Jackie Gartrell
(202) 675-7619

WHY THE PROGRAM BEGAN: There was a definite need. Also, the center was established in order to recruit, hire and retain DC General employees.

PROGRAM DESCRIPTION: Provides a hot lunch and two snacks. Hospital subsidizes by providing the space free, maintenance, utilities, including phones, housekeeping, laundry and meals. Also, 19 of the slots are subsidized by the DC Government (9 infants and 10 toddlers). The center was initiated by management although Local 1033 is pursuing an expansion of the center to serve more children and to add a schoolage/summer program.

DATE ESTABLISHED: 1987

Honolulu Early Education Center and Evening Care Program

AFSCME/HGEA
LOCAL 152
HONOLULU, HAWAII

SPONSORED BY: City and County of Honolulu.

POPULATION SERVED: Children of city, county and state employees get first priority.

NUMBER OF CHILDREN SERVED: Day: 261. Evening: 25.

AGES OF CHILDREN SERVED: Day: 16 months to 5 years old.
Evening: 2 years old to 12 years old.

DAYS AND HOURS OF OPERATION: Day: 6:45 a.m.-5:30 p.m., Monday-Friday.
Evening: 2:30 p.m.-Midnight, Monday-Friday.

TUITION:	Day:	16 months-24 months	$460 per month
		2 years-3 years	$315 per month
		3 years-5 years	$300 per month
	Evening:	Full-time	$210 per month
		Part-time	$11.25 per day

WHO ADMINISTERS: Charles Logan, The Early Education Center
(808) 533-0004

AFSCME CONTACT: Albert Hamai, AFSCME IUAD
(808) 521-6941

WHY THE PROGRAM BEGAN: The results of a joint labor-management survey of employees' needs encouraged the county to investigate building its own preschool. The mayor created a task force made up of an AFSCME representative, pediatricians, an attorney, parents and community group representatives to oversee the project and to select a preschool operator.

PROGRAM DESCRIPTION: The center was built atop an underground municipal parking lot for $1.3 million in the center of Honolulu's civic complex of state and county buildings.

DATE ESTABLISHED: September, 1987

Woodward Children's Center

AFSCME LOCAL 2990
COUNCIL 61
WOODWARD, IOWA

SPONSORED BY: Council 61 and Labor-Management Committee

POPULATION SERVED: Children of employees get first priority, then community, if there are vacancies.

NUMBER OF CHILDREN SERVED: 87

AGES OF CHILDREN SERVED:

Day:	Infants to 5 years old
After-school:	Up to 13 years old.
Summer program:	Up to 13 years old.

HOURS OF OPERATION: 5:30 a.m.-10 p.m., seven days a week, all year round.

TUITION:

Infants	$1.65 per hour (includes diapers and formula)
2 to 5 years old	$1.35 per hour
Over 5 years old	$1.10 per hour.

Plus, there is a 10% discount for each additional child.

WHO ADMINISTERS: Lori Jackson, Director
(515) 438-3539

AFSCME CONTACT: Kathy Butler, Council 61
(515) 438-2691

WHY THE PROGRAM BEGAN: Woodward became the first state facility with an onsite child care center. There was a need for child care because of the odd hours of the workers and because of the town's rural setting. Management was convinced to sponsor the center because night child care was not available in the community and many employees worked night shifts. Members get to spend their dinner breaks with their children.

PROGRAM DESCRIPTION: The Hospital provides the building rent-free and pays for the utilities as well as the maintenance and repairs of the building. There was a matching start-up grant of $10,000 from the Iowa lottery, which provides funds for child care. The center also provides meals and snacks. There is a curriculum, including arts and crafts, sensory lessons for younger children and regular learning sessions. There are also fields trips and weekly library trips.

DATE ESTABLISHED: 1987

Kidspace, Inc. Child Care Center

AFSCME LOCAL 101
COUNCIL 25
DETROIT, MICHIGAN

POPULATION SERVED: Wayne County employees only.

AGES OF CHILDREN SERVED: Six weeks to 5 years old.

NUMBER OF CHILDREN SERVED: Licensed for 90; 40 currently enrolled.

DAYS AND HOURS OF OPERATION: 7 a.m.-6 p.m., Monday-Friday.

TUITION: Sliding fee scale based on income; as low as $25 to a maximum of $90.

WHO ADMINISTERS: Merrill Palmer Institute of Wayne State University.

AFSCME CONTACT: John Szymanski, Vice President, Local 101
Center Board Member
(313) 224-5014

DIRECTOR: Susan McCormick
(313) 577-5244

WHY PROGRAM BEGAN: Absenteeism and lost productivity stemming from employee problems with child care cost the county $100,000 a year, according to a survey conducted by the labor-management committee, which was set up to discuss child care needs. Most of the county's employees were single parents who were frequently late or missed work solely because of child care problems.

PROGRAM DESCRIPTION: Tuition assistance and/or the county scholarship program is available on a graduated scale to employees with a total family income of less than $35,000. The county made a one-time $350,000 grant to the program. The county also provides the space rent-free, as well as maintenance and utilities.

The center, which is located in an 88-year old historic building, offers an early childhood development program for the children, including indoor and outdoor play and activities, plus lunch, snacks and naps.

DATE ESTABLISHED: December, 1989

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Capitol City Child Care

AFSCME COUNCIL 6
ST. PAUL, MINNESOTA

SPONSORED BY: Minnesota Department of Administration

POPULATION SERVED: Order of priority: State employees, other public employees, the community.

NUMBER OF CHILDREN SERVED: 86

AGES OF CHILDREN SERVED: Six weeks to five years old.

HOURS OF OPERATION: 6:30 a.m.-6 p.m., Monday-Friday.

TUITION:

Infants	(6 weeks-17 months)	$135 weekly
Toddlers	(17 months-33 months)	$110 weekly
Preschool	(33 months to 5 years)	$95 weekly

Also has part-time fees. Fees include all formula and baby food for infants.

WHO ADMINISTERS: Associates for Child Development, Inc.
(612) 227-9409

AFSCME CONTACT: Nel Conley, Business Rep., Council 6
(612) 291-1020

WHY THE PROGRAM BEGAN: Labor and management agreed contractually to establish a joint committee to study employees' child care needs and develop a plan to help meet those needs.

The committee recommended that the state serve as a model for child care. It urged improving the professional status of child care workers. By providing the building to a child care provider rent free, the state could charge marketplace rates while paying the workers higher wages.

PROGRAM DESCRIPTION: Breakfast, lunch and two snacks are provided, as well as developmentally appropriate curricula and field trips. Staff are trained in first aid and emergency procedures.

REASONS FOR SUCCESS: The state, committed to the issue, renovated a building formerly used by the Minnesota Department of Revenue at a cost of $409,000. In addition, the Minnesota State Legislature made it possible for future child care centers for state employees by passing a law mandating that construction of any new state buildings or the major renovation of any state buildings must set aside a certain percentage of space for child care. The space must include both room for the care itself and for lavatories and food preparation.

DATE ESTABLISHED: April, 1990.

CORRECTION

Finest Care

AFSCME LOCAL 1549
COUNCIL 37
NEW YORK CITY

POPULATION SERVED: Children of police department employees.

AGES OF CHILDREN SERVED: 2½ years old to 5 years old.

NUMBER OF CHILDREN SERVED: 35

DAYS AND HOURS OF OPERATION: 7:30 a.m.-6 p.m., Monday-Friday.

TUITION: $125 per week.

WHO ADMINISTERS: Graham Winnaham Associates

AFSCME CONTACT: James Edey
(212) 815-1591

WHY PROGRAM BEGAN: To aid Police Department employees in finding decent and affordable child care.

PROGRAM DESCRIPTION: The children are offered a full range of educational and recreational activities.

DATE ESTABLISHED: July, 1989.

ON PAGE 20 OF THE REPORT, THE COUNCIL NUMBER IS LISTED AS COUNCIL 47. THE CORRECT NUMBER IS SHOWN ABOVE. WE REGRET ANY CONFUSION RESULTING FROM THIS PRODUCTION ERROR.

Statewide Child Care Center Network

AFSCME/CSEA
LOCAL 1000
NEW YORK STATE

SPONSORED BY: Empire State Day Care Services, Inc.

POPULATION SERVED: Children of state employees.

NUMBER OF CENTERS: 41

WHO ADMINISTERS: The centers are monitored by a statewide Labor-Management Day Care Advisory Committee of which CSEA/AFSCME is a member.

AFSCME CONTACT: Irene Carr, CSEA Statewide Secretary, (518) 434-0191

HOW THE PROGRAM BEGAN: From 1972 to 1978, the State of New York and CSEA agreed in their contract to study the feasibility of a child care program for state employees. Yet, for 6 years, neither side acted. Implementation became stalled either because the proposition was viewed as too expensive or there was uncertainty over how to proceed. In 1979, the issue resurfaced with the appointment of a new director of the Governor's Office of Employee Relations. At the director's suggestion, CSEA leadership accepted his commitment to establish a state-supported, model on-site child care center, for the children of state workers. Shortly after the agreement was reached, there was a mandate to open and operate child care centers at state facilities throughout New York. In less than 6 months, the Children's Place at Albany's Capital Mall Plaza opened its doors.

In 1988, CSEA negotiated $9.5 million over a 3-year period to continue expansion of the child care center network. In addition, three evening-shift pilot programs will be established at worksite child care centers for employees who work overtime and during the evening shift. The money also will be used to provide grants for start-up and operating costs and training of child care workers. Base grants will be in the amount of $40,000 to start a center for 30 children. In addition, the money will be used to help workers buy health insurance or an IRA.

PROGRAM DESCRIPTION: Nonprofit providers can apply for space in state-owned or leased buildings to operate child care centers. They must meet certain requirements. If approved, the state provides the space, utilities and maintenance and the joint labor-management committee provides the equipment and other start-up costs. The centers must become self-sufficient, supported by parents' fees, based on income. Some of the centers provide certified, year-round kindergarten programs as well as summer and after-school care for 6 to 9 year olds.

One example, The Children's Place, cares for 160 children and operates from 6:30 a.m. to midnight. Fees range from $0 to $86 per week per child. The average highest rate is $70. It is licensed to handle children from 8 weeks to 5 years old.

Toledo Medical College Child Care Center

AFSCME LOCAL 2415
COUNCIL 8
TOLEDO, OHIO

SPONSORED BY: Toledo Medical Hospital

POPULATION SERVED: Children of hospital and college employees.

NUMBER OF CHILDREN SERVED: 82 (30 toddlers).

AGES OF CHILDREN SERVED: 18 months to 5 years old.

HOURS OF OPERATION: 6 a.m.-5:30 p.m. Monday-Friday.

TUITION: $55 per week, per child; $45 for a second child. Parents pay only for the days they bring their children to the center.

WHO ADMINISTERS: Hospital

EXECUTIVE DIRECTOR: Debbie Siecka
(419) 382-0432

AFSCME CONTACT: Barbara Krause, President, Local 2415
(419) 381-4172

WHY THE PROGRAM BEGAN: It was originally set up for the children of doctors and nurses, but the Local persisted in its demand to allow its members to use the center. Finally, in the early 1970's, the Local successfully negotiated the center as a benefit for its members.

PROGRAM DESCRIPTION: The center serves a hot lunch and two snacks; provides diaper service, and a developmentally appropriate curriculum. The hospital subsidizes almost 75 percent of the operating costs by paying staff salaries and benefits. Staff salaries *start* at $15,000, plus sick and annual leave; comp time; dental and medical insurance; pension, and other benefits. Unlike most centers in the country, this center has no problems with turnover.

DATE ESTABLISHED: Opened to union members in 1975.

Kids Play of Madison, Inc.

AFSCME COUNCIL 24
MADISON, WISCONSIN

SPONSORED BY: Wisconsin Department of Employee Relations

POPULATION SERVED: First priority is given to the children of state employees, then open to the community.

NUMBER OF CHILDREN SERVED: 115 full-time, plus 35 in the after-school program.

AGES OF CHILDREN SERVED: Infants to 10 years old.

HOURS OF OPERATION: 6:30 a.m.-6 p.m. Monday-Friday.

TUITION:

Under 1 year	$120 weekly
1 year	$105 weekly
2 years	$98 weekly
3-5 years	$80 weekly
5-10 years	$70 weekly

WHO ADMINISTERS: Renee Zarion, Director
(608) 251-2400

AFSCME CONTACT: Allen Highman, Council 24 Field Representative
(608) 274-7200

WHY THE PROGRAM BEGAN: Two prior governors supported the program because of the need for reliable, quality child care. A labor-management committee was establish to explore the child care needs of employees and to recommend options.

DATE ESTABLISHED: April, 1985.

SUGGESTED READING AND VIDEOS

AFSCME on Child Care, a brochure which briefly describes the importance of child care and the resources available at the International Union. Good for use in organizing campaigns.

How to Choose Child Care, a guide for parents seeking a child care arrangement. Good for organizing, family events, such as state fairs, and other community action programs.

AFSCME Building Blocks: A Manual for Child Care, contains everything you need to know about establishing workplace child care programs. Good for labor-management committees, local union child care committees, or other small groups considering child care programs.

Child Care in America: Today's Needs, Tomorrow's Challenge, a 28-minute video documenting the problem and suggesting solutions for child care.

Children's Day on the Hill, a video of the event sponsored by the AFL-CIO Ad Hoc Committee on the Needs of Working Families.

Child Care Veto Override Campaign, a specialized video explaining the need for grassroots lobbying for passage of a comprehensive child care bill.

All of the above are available from the Women's Rights Department, 1625 L Street, N.W., Washington, D.C., 20036, (202) 429-5090.

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